

Department of Education Flexible Working Hours Agreement

Your delegates, PSA Industrial staff and the Department have been meeting regularly since August to negotiate a new Flexible Working Hours Agreement.

The final draft can be viewed [HERE](#)

(<http://psa.asn.au/wp-content/uploads/2015/11/Final-Draft-Flexible-Working-Hours-Agreement-2015-9-November-2015.pdf>)

The main provisions are:

- A 12-week settlement period, with the important proviso that staff providing direct service to schools can negotiate to accumulate days and take them in the next holiday period
- You can take up to six days per flex period. These days may be taken in conjunction with other leave or consecutively
- You will be able to carry forward up to 42 hours or a deficit of up to 14 hours to the next flex period
- Agreement on two separate band widths to take account of different work patterns
- The date for the utilisation of current banked leave balances has been pushed out to 4 March 2016.

If endorsed by the PSA, the new agreement will come into operation on Monday 14 December.

Other features retained in the agreement include the ability to reduce or extend lunch and meal breaks and a provision to vary core time by negotiation with your supervisor.

It is important to note that the withdrawal of banking was a condition imposed upon the Department by the State Government though their wages policy. The Department had sought an exemption from this provision but this was refused.

Delegates and PSA staff believe this is the best possible agreement that can be negotiated so we are recommending that you **Vote YES**.

Click [HERE](#) for the survey to cast your vote. Responses are due by Friday, 20 November 2015.

(<https://www.surveymonkey.com/r/6TSKSF9>)

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